

# **ARUN DISTRICT COUNCIL**

## **REPORT TO CABINET ON 17 OCTOBER 2016**

### **PART A : REPORT**

**SUBJECT:** Update on the Council's 2020 Vision – Working together for a better future.

**REPORT AUTHOR:** Nigel Lynn, Chief Executive

**DATE:** September 2016

**EXTN:** 01903 737600

#### **EXECUTIVE SUMMARY:**

The Council agreed its 2020 Vision at its Full Council meeting on 20 July 2016. This report provides an update on some of the projects, including the management restructure.

#### **RECOMMENDATIONS:**

It is recommended to Full Council that:

1. Full Council notes the update to the 2020 Vision programme and, in particular, progress on the management restructure (project number V31) under the principle of "becoming smaller and more effective".

#### **1.0 BACKGROUND**

- 1.1 The 2020 Vision overleaf was agreed at the Full Council meeting on 20 July 2016.



## The Council Priorities and the Vision

- |   |                       |   |
|---|-----------------------|---|
|  | <b>Your services</b>  | “Providing the best services we can afford to help you improve your life” |
|  | <b>Supporting you</b> |   |
|  | <b>Your future</b>    |   |

We will continue to deliver our priorities without it costing you more by:

- Offering an improved customer experience
- Building better relationships with other organisations and the community
- Providing more digital opportunities to make dealing with us easier
- Becoming smaller but more effective



## 2. PROJECT UPDATE

2.1 The Arun Vision 2020 Programme is currently made up of around 40 projects or initiatives. Some projects carry higher risk in terms of their deliverability and so the programme uses ranges to forecast potential benefits and savings. The current portfolio of 40 projects is estimated to save between £1.5m and £3.5m annually. The latest updated programme is attached at Appendix A. An enlarged, colour, version will be available for Members at the Cabinet Meeting.

Some example projects:

- The re-tender of the Greenspace contract is on target for a 10 year average saving of £165,000 pa (general fund) and £95,000 pa (HRA). It will also deliver £650,000 of new investment in the council's assets and provide many non-financial benefits.
- Moving parking fine appeals on-line will reduce the number of appeals and also the amount of work required to deal with appeals that are made, this will save the council £11,000 pa in efficiencies.
- Increasing fees such as cemeteries and car park charges will help the council generate £150,000 - £200,000 of additional income pa.
- The council is working with Chichester and Horsham District Councils developing detailed business cases for shared services. This stage is to investigate in detail and evidence the benefits of different shared services options including improved standalone services. The initial outline business cases predicted a "shared" saving of approximately £2M and it is anticipated the new business cases will be ready for cabinet early 2017. The services being look at are:
  - Audit
  - HR / Payroll
  - ICT
  - Legal
  - Revenues / Benefits and Customer Services.

2.2 One project is the agreed forthcoming management restructure. Full Council agreed (20 July 2016) the revised structure principles and gave the Chief Executive the authority to proceed (in liaison with the Leader of the Council), with a sum of up to £50,000 to support the process (funded from a previous sum of £120,000, agreed on 13 January 2016).

2.3 The corporate management structure will be reduced in size from five to four (by 2017) and further to three in 2018. It is anticipated that a smaller corporate management team (CMT) will save around £0.2m per annum from the current budget. Full Council agreed (20 July 2016) consequential redundancy costs in 2016/17. Additional funds will be required for future management restructure phases and further reports will follow, when appropriate.

2.4 A consultant has been appointed by the Chief Executive following a quotation process, to

assist with the recruitment process for Directors and Group Heads. The following provides a timeline of progress to date and planned dates of activity:-

19.08.16 – 19.09.16	Advertising new Director posts
21.09.16 – 10.10.16	Online assessments and evaluation
13.10.16	Interviews for Director posts
w/c 17.10.16	Notify successful candidates – feedback to unsuccessful candidates
9.11.16	Full Council approval requested

2.5 Another consultant has been appointed to provide a pay and grading review of senior management posts in the new structure. This was completed in September 2016, at a cost of £3,500.

### 3. RESOURCES

3.1 Up to £50,000 has been approved. The final cost of the process cannot be identified at this time as it is dependent on the number of applications to be processed. However, the costs will be well within the funds available.

3.2 When the Group Head posts have been filled, further funds will be required for any redundancy costs that might occur.

### 4. PROPOSAL(S):

It is recommended Cabinet recommend to Full Council (20 July 2016) that:

4.1 Full Council notes the update to the 2020 Vision programme and, in particular, progress on the management restructure (project number V31) under the principle of “becoming smaller and more effective”.

### 5. OPTIONS:

1. To note the report only.

### 6. CONSULTATION:

Has consultation been undertaken with:	YES	NO
Relevant Town/Parish Council		✓
Relevant District Ward Councillors	✓	
Other groups/persons (please specify)		✓
a) Director consultation took place between 11 -25 May, 17 August – 5 September, and 7 September – 7 October	✓	
b) All senior managers 7 June – 1 July		
c) Group Head consultation took place between 7 September – 7		

October 2016 d) UNISON have been kept up to date and consulted		
<b>7. ARE THERE ANY IMPLICATIONS IN RELATION TO THE FOLLOWING COUNCIL POLICIES: (Explain in more detail at 6 below)</b>	<b>YES</b>	<b>NO</b>
Financial	✓	
Legal	✓	
Human Rights/Equality Impact Assessment		✓
Community Safety including Section 17 of Crime & Disorder Act		✓
Sustainability	✓	
Asset Management/Property/Land	✓	
Technology	✓	
Other (please explain) (UNISON)	✓	
<b>8. IMPLICATIONS:</b>		
8.1 Following the appointment of Directors (anticipated at Full Council on 9 November 2016), Group Heads of services will be appointed. Following these initial two stages, further structures will be devised, consulted on, and progressed. In keeping with “becoming smaller and more effective”, it is possible that further redundancies will follow and Members will be asked for additional supplementary estimates for redundancy payments – should this be necessary – on a business case approach.		

**9. REASON FOR THE DECISION:**

To enable the Council to agree its 2020 vision for the future and to help ensure that the Council becomes more effective and sustainable, to meet the future demands placed upon it. At the same time, it is imperative that the Council moves as close as possible to a balanced revenue budget with minimal or no use of Council balances to support it.

**10. BACKGROUND PAPERS:**

Full Council Agenda - 30 April 2014 (item 26 - Local Government Association - Corporate Peer Challenge Review – March 2014)

Full Council Agenda - 18 June 2014 (item 9 - Local Government Association - Corporate Peer Challenge Review – March 2014 – Customer Services)

Full Council Agenda - 5 November 2014 (item 17 – Working Towards a Council Vision for 2015 to 2020)

Cabinet Agenda - 16 November 2015 (item 7 – Financial Prospects 2015/16 to 2020/21)

Full Council – 13 January 2016 (item 29 - 2020 Vision – working together for a better future)

Overview Select Committee – 7 June 2016 (item 6 – The Council's 2020 Vision)

Full Council – 20 July 2016 (item 36 – The Council's 2020 Vision)